



San Antonio Alamo Area Local

## American Postal Workers Union, AFL-CIO

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*We Try To Be Letter Perfect For You*

### General Membership Meeting Minutes October 19, 2019

**Meeting was called to order** by President Chris Rincon at 11:30 a.m.

**The invocation** was given by Recording Secretary Yolanda Deleon.

**The Pledge of Allegiance** was led by Brother Faron Hierholzer.

**Roll Call of Officers:** Chris Rincon, Fred Duncan, Jeff Greenlee, Yolanda Deleon, Carlos Barrios, Faron Hierholzer, Robert Proo, Ruben Martinez, Robert Butke, and Max Trevino. **Absent was:** Ruben Hernandez, Dennis Barboza, Ron Odom, and Paul Martin

**The Minutes** for the September General Membership Meeting were presented. Motion to accept the Minutes as presented was made by Brother Jeff Greenlee; second by Brother Carlos Barrios; passes.

**The Financial Report** for the month of **September** was presented by Treasurer Jeff Greenlee and is as follows: **General fund balance** through 8/31/19 is: \$21,799.65; **Expenditures** were \$31,245.92.

**Deposits** were \$43,595.88. **General Fund Checking Balance:** \$34,149.61; **SSFCU fund balance:** \$99,641.33. **Total Cash Assets:** \$133,790.94.

**Highlighted expenses** include: On September 1<sup>st</sup> we paid the TPWU per capita due which was for 3 pay periods. September 2<sup>nd</sup> the APWU Certificate of Bond was paid. This is paid every 3 years. On September 10<sup>th</sup>, the yearly general liability insurance and 10 times a year commercial property insurance was paid.

**Upcoming Expenses and Expenditures:** October will be a 3 PP month for the full time officer and there will be some All Craft Conference expenses. November we will have the leave payout and stewards rebate. Treasurer Greenlee then asked if there are any special funds to be set up for known or unknown reasons. **Motion to accept the financial report** for September was made by Sister Pam Cano-Desso; second by Brother Ruben Martinez; passes.

**Motion to transpose the regular order of business** was made by Vice President Fred Duncan; second by Brother Carlos Barrios to allow Xochil Pena Rodriguez to address the membership. She is running for Texas Senate District 19. Xochil will work hard to represent the people of District 19. She is committed to working to solve problems facing families in our state. She

was born and raised in our community. She wants to invest in education, healthcare, and infrastructure. She wants all workers to be treated with dignity. Her parents are Ciro D Rodriguez and Carolina Pena Rodriguez. Ciro served as a US congressman, state representative and school trustee. Her mother Carolina is a retired teacher and librarian. She is currently in the process for an endorsement with the AFL-CIO.

**Motion to return to regular order of business** was made by Sister Pam Cano-Desso; second by Brother John Brotherman.

**Old Business:** Trustee Red Cardenas reported that the Trustees met on October 17<sup>th</sup> and went over the books and found no anomalies. All appears to be in order.

**Unfinished Business:** Brother Jeff Greenlee stated that we had discussed at last month's meeting that a mail out of News Flash, and other notices, was to be sent to stations and AOs; this has not happened. President Rincon stated that the Clerk Craft Director was tasked to provide the names of the contact person who will be mailed the notices for posting on station bulletin boards. Brother Robert Butke stated that he was not at the last meeting but will provide a listing. President Rincon will mail out notices and Sister Pam Cano Desso stated that she will volunteer to assist in the mail out.

President Rincon reported that Management notified him that the "Houston emergency" would be for a week to a week and a half. RCAs are working all section at the Plant. Clerks have not been given the opportunity to work at the Plant. Management is not maximizing the clerks before using RCAs. President Rincon urged clerks at the station to give statements to work on your SDO. We will keep filing.

#### Executive Board Recommendations:

1. The \$75 monthly charitable donation be made to Susan B Komen in support of Breast Cancer Awareness month; passes.
2. That the Local cancel the Bank of America credit card that is in Fred Duncan's name; passes.
3. Purchase 20 \$15 turkey gift cards to be given at the November meeting; passes.

## Trustee Recommendations from Trustees' Meeting of October 17, 2019

1. Vice President be paid at higher level (Level 8) as executive officer for performing Vice President duties. LWOP will be paid at Level 8 and Admin rate is \$20; to be at VP preference; Concurrence. Members passed Executive Board recommendation.
2. Any union official/officer/member will be paid for performing official business authorized by the Local, can and may be paid LWOP on reimbursement expense voucher. Non-concurrence by Executive Board. *Any official business authorized is eligible for reimbursement.* Members passed Executive Board recommendation.
3. Any union member conducting union work will be reimbursed at the Admin pay/LWOP rate with an expense voucher. Non-concurrence by Executive Board. *Same as Trustee recommendation #2.* Members passed Executive Board recommendation.
4. Any member signing up a new member-no check will be issued for 90 days until new member is verified. Executive board concurred. Members passed Executive board recommendation.
5. Local will expunge \$150 sign up July 2019 for Robert Proo. Executive board concurred. Membership passes Executive Board recommendation.
6. Treasurer will list retiree account on the Financial Report. Executive board concurrence. Membership passes Executive Board recommendation.

**Point of Information:** Local will look into the cost of t-shirts for Martin Luther King and Cesar Chavez march.

Retirement seminar will be held November 9<sup>th</sup> at the union hall. There will be a morning and afternoon session. Notice will be sent out.

Health Fair will be held at the Union hall on November 18, 2019 from 08:00 a.m. to 6:00 p.m. Notice will be sent out. It will be open to all.

Per Diem checks for those attending the All Craft Conference will be mailed out Tuesday.

### Officers Report

**Maintenance Craft Director:** Robert Proo reported that he has been receiving many Article 32s due to the MS-1. Run to failure is far from the truth. We still need to do preventive maintenance. Grievances are being filed. Lots of contractors are doing work at the Plant, Associate Offices, and Stations. There is a rat problem at the GMF ladies room. Safety is investigating.

We have increased volume of mail and PM's have been cut. Don't take it out on our Maintenance people. ET's, MPEs, and MMs are not given time to work on the machines. Bear with us. The District chiller was down and Maintenance to repair.

**Clerk Craft Director (A):** Carlos Barrios reported that he met with management concerning Houston Mail. The left hand does not know what the right is doing. The maximum hours to work is 60 hours. Labor Manager, Wilma Huertas told management that they could not hold workers pass 60 hours. So far 4 RCAs have had an accident. All clerks have not had an opportunity to work overtime. RCAs have been seen throwing sleeves and it is hard to keep up housekeeping. It is getting out of hand. Report to Safety.

Conversions—2 grievances were filed for 4 positions and the other for 25 positions. Management offered to convert 13 to remove grievance for 29 positions.

Bid job awards—if you have a bid job and you are not doing your duties; you have to DO your job.

The Christmas warehouse has already been leased and Craft Director Barrios will be attending a meeting on Monday. Craft Director will also be meeting with Labor to expedite grievance payout.

Craft Director Barrios reminded use to service our vehicles. You don't want to get stranded in the dark due to daylight savings time. Do this for your safety.

**Assistant Clerk Craft Director (B):** Robert Butke reported that management is taking discipline on employees taking short lunches. If you have an hour lunch, take an hour lunch. **Unscheduled leave—** check your 3971 as soon as you come back.

Crossing Craft violations—give a statement and fill out log. Usually after every holiday, district employees are sent to help out at stations. Hours should be given to the clerks at the station on the OTDL. There is still an issue with PSE schedules being changed, being called at home, and not being placed on the schedule and then called to come in. PSEs are not "on call" employees. PSEs are guaranteed 4 hours of work.

Window trainer did not turn in paperwork. Trainers should not hold back paperwork; this caused someone's job to be in jeopardy.

T-7 Lead Clerks schedule employees and have access to TACS. ECC cases also should be done by the Lead Clerk. File on management doing this work. There were reversions at the Thousand Oaks station—grievances filed.

**Motion to adjourn** was made by Brother Jeff Greenlee; second by Brother Robert Proo. Meeting was adjourned at 1:31 p.m.

**Names drawn by National APWU for Get Out the Vote drawing:** Josefina Gonzalez-Clerk; Mary Skala-Clerk; Samuel C Coco-Maintenance; Jarrett D Williams—Maintenance; Frank M Medina-MVS; Michael J Heinzle-MVS; Richard R Pastrano-Clerk; Jennifer Y Bohrer-PSE Clerk; Alfonso Garcia--Clerk, Andres Losa-Clerk.

**Drawing was held for the Monthly Door Prize** which is \$250. Names drawn were:

- Tiavonna L Smith PL 059
- Jeanette M Cantu PL 045
- Francisco Guerra PL 037

- Sylvia A Valdez PL 000 487125
- Antonio C Alvarez PL 045

These members were not present. The \$25 sign-in door prize was won by David Vann.

The Door Prize of \$300 will be given away at the November General Membership Meeting.



Respectfully submitted by:  
Yolanda DeLeon  
Recording Secretary SAAAL